



The Utah Reviewer

A PUBLICATION FOR THE VOLUNTEERS OF THE UTAH FOSTER CARE CITIZEN REVIEW BOARD

NOVEMBER 2001

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DIRECTOR'S NEWS, *by Patricia Worthington, FCCRB Director*

Recently, an article appeared in the Deseret News titled "DCFS 'housecleaning' urged." One paragraph read: "As for the Office of Child Protection Ombudsman, the consumer Hearing Panel and the Foster Care citizen Review Board, all designed to field complaints and review cases, the letter says 'they only rubber stamp and give authenticity to the immoral activities of other state agencies.'"

As a member of a Foster Care Citizen Review Board, I respectfully disagree with this assessment. I became a member of the board because I love children and I wanted to do some volunteer work where I could be a positive influence for good in children's lives.

I have found my service to be rewarding; though not easy.

I do not know anything about the Office of child Protection Ombudsman or the Consumer Hearing Panel, but I do know about the Foster Care citizen review Board I serve on. Never, at any time, either during training or at our monthly reviews, has a single word been said about any obligation to "rubber stamp" or "give authenticity" to any state agencies.

We are volunteers. Never have we been instructed to recommend anything other than what our own conscience dictate.

At our board meetings, we meet with the foster care children, their parents, their foster parents their caseworker, their therapist and anyone else directly involved the case. We have the opportunity to ask questions and to hear each side of the story.

Based on what we read in the case histories and what we learn at the hearings, we make recommendations to the court as to what would be best for each child. We are the children's advocates.

That is our charge, and we have no other agenda. We have no legal authority, only the author-

ity to make recommendations. The proceedings of these reviews are confidential, and that makes it difficult to answer our accusers.

We are not out to sabotage families or parents. All of us on the board I know are parents with a sincere desire to help children. I am not saying that everything is perfect with child welfare in this state. What government agency is perfect? But before throwing accusations around that they are "immoral," maybe these 14 people who signed the letter should take a closer look at the individuals involved.

I wonder if any of those who signed the letter to the governor urging the

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Would you or your community, civic or church group like a speaker from the Foster Care Citizen Review Board speaker?

Our agency staff is available to speak and inform your group about the opportunity to serve Utah's foster children through the Foster Care Citizen Review Board.

You may contact the following people for more information:

Director, Patricia Worthington, 468-0121

Program Manager, Kristin Lambert, 468-0154

Program Manager, Donna Riley, 468-0177

State of Utah



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Special points of interest:

Training 2000

We are actively recruiting members to fill our Salt Lake, Tooele and Ogden review boards. We have scheduled training sessions throughout the Summer and Fall to accommodate these new volunteers.

If you know of anyone who might be interested in volunteering for the Foster Care Citizen Review Board please have them call Christine Brown at 468-0036. If you want to register for training, also give Chris a call.

Training Dates & Locations

August 10, 11, 12
Salt Lake City

September 8, 9
Salt Lake City

September 22, 23
Clearfield

October 13, 14
Salt Lake City

October 27, 28
Utah County



DIRECTOR'S MESSAGE, *continued*

"housecleaning" have ever attended a Citizen Review Board meeting. From their judgements, I would guess they have not.

If not, perhaps it would be wise for them to do so before they throw darts and seek to destroy what is a valuable community asset.

Patricia G. Lake of Salt Lake City has served on the Foster Care Citizen Review board for four years.

PRACTICE MODEL PRINCIPLES

Utah Division of Child
and
Family Services

Practice Model Principles

Review Board members will be learning more and more about the **Practice Model Principles** implementation within the Division of Child and Family Services.

Ms. Reba Nissen of DCFS presented the Practice Model Principles at the Fall FCCRB training event, September 15, 2001.

The DCFS Practice Model Principles are:

Protection – Children's safety is paramount; children and adults have a right to live free from abuse.

Development – Children and families need consistent nurturing in a healthy environment to achieve their developmental potential.

Permanency – All children need and are entitled to enduring relationships that provide a family, stability and belonging, and a sense of self that connects children

to their past, present and future.

Cultural Responsiveness – Children and families are to be understood within the context of their own family rules, traditions, history and culture.

Partnership – The entire community shares the responsibility to create an environment that helps families raise children to their full-est potential.

Organizational Competence – Committed, qualified, trained, and skilled staff, supported by an effectively structured organization, help ensure positive outcomes for children and families.

Professional Competence – Children and families need a relationship with an accepting, concerned, empathetic worker who can confront difficult issues and effectively assist them in their process toward positive change.

These are the stated DCFS principles. **Now, what does this mean to us as reviewers?** What should we be looking for in the implementation of these principles? DCFS has defined the Practice Model Skills Development. These are the skills reviewers can expect to see from DCFS caseworkers during

the case review process. **A very important method for FCCRB reviewers to team up with DCFS in this implementation is to RECOGNIZE when DCFS caseworkers demonstrate Practice Model Principles.**

"How?" You may be asking yourself. One suggestion: RECOGNIZE and write in the Dispositional Report when you see a caseworker demonstrate one of the Practice Model Skills. For example, "The Review Board recognizes the teaming of this caseworker in coordinating services for this child. The Board acknowledges the teaming effort of the caseworker by facilitating regular meetings with all the key parties of the child's case."

When we recognize the Practice Model Skills in a positive manner, it will increase the outcome for the child!

Your Board Coordinator's will be talking more with you about DCFS's Practice Model.

A set of key practice skills has been formulated from the Practice Principles to "Put Our Values Into Action." The basic skills are:

Engaging – The skill of effectively establishing a relationship with children, parents and essential individuals for the purpose of sus-



PRACTICE MODEL PRINCIPLES, *continued*

taining the work that is to be accomplished together.

Teaming – The skill of assembling a group to work with children and families, becoming a member of an established group, or leading a group may all be necessary for success in bringing needed resources to the critical issues of children and families. Child welfare is a community effort and requires a team.

Assessing – The skill of obtaining information about the salient events that brought the children and families into our services and the underlying causes bringing about their situations. This discovery process looks for the issues to be addressed and the strengths within the children and families to address these issues. Here we are determining the capability, willingness, and

availability or resources for achieving safety, permanence and well being for the children.

Planning – The skill necessary to tailor the planning process uniquely to each child and family is crucial. Assessment will overlap into this area. This includes the design of incremental steps that move children and families from where they are to a better level of functioning. Service planning requires the planning cycle of assessing circumstances and resources, making decisions on directions to take, evaluation the effectiveness of the plan, reworking the plan as needed, celebrating successes, and facing consequences in response to lack of improvement.

Intervening – The skill to intercede with actions that will decrease risk, provide for safety, promote permanence, and establish

well being. These skills continue to be gathered throughout the life of the professional child welfare worker and may range from finding housing to changing a parent's pattern of thinking about their child.

ADVOCACY: HOW YOU CAN MAKE A DIFFERENCE FOR CHILDREN

In addition to being a Foster Care Citizen Review Board member you can also become a voice for children and families in our community. By speaking up for those who are unable to do so, is basically what advocacy is all about. As review board members, we can build connections among service providers, convene strategic planning or consensus building sessions to help craft public policy agendas. We can unite as one voice for the children in foster care and their families to ensure their needs are met and their future is bright.

In the spirit of unity and commitment we as Foster Care Citizen Review Board volunteers are formulating an advocacy group to assist the review board agency in improving "the effectiveness of the public systems charged with the protection and well-being of children in foster care." If you are interested in joining us, please give us a call at (801)468-0177 (Donna Riley, Program Manager).

We want all children, especially those in foster care, to be physically and emotionally healthy, ready to become positive contribu-

tors to society. But for this to happen, they need someone to be their voice at the Capitol. They need advocates to monitor the foster care system. Children need watchdogs to stand before the legislature and talk about their needs. Children need all of our collective strength and all of our individual passion to ensure that throughout Utah children in foster care have every opportunity to reach their greatest potential.

Karen Crompton, executive director of Utah Children, says "we must continue to work to maximize our inherent strength. ... We need to deliver the message that adequate funding and strategic investments in children's well being are in every politician's [best] interest."

With the immense talent found in the Foster Care Citizen Review Boards across the state of Utah, we can *increase* our efforts to make a difference in the lives of children. Come join us on behalf of the children in foster care to have their voices heard -- to be their advocates.



APRIL 2001 VOLUNTEER TRAINING EVENT

On April 28, 2001 the FCCRB volunteer training was held at the FCCRB State Office. We were fortunate to have Ms. Margaret Shaw, DSPD Support Coordinator provide an excellent training on the mission of DSPD, eligibility for services, the services provided, and the role of DSPD.

Picture 1 of Event

This training was important for FCCRB Review Board members as Ms. Shaw discussed the issue that precedence was given to foster children due to a contract DSPD has with the Division of Child and Family Services. This is very important as it was noted that the waiting list for many DSPD services could be six years or more. Ms. Shaw indicated that foster children are often not eligible for services once they are returned to their homes due to the waiting period for services. It is therefore imperative that the child is put on a waiting list for services if their goal is return home, so that hopefully there will not be a break in services. Lack of services can be a contributory factor to the parents' inability to maintain their challenging child in their home.

At the conclusion of the training, Donna Riley, FCCRB Program Manager, emphasized it was important for Review Board Members to remember to include recommendations that encourage **communication and coordination between the DCFS and DSPD caseworkers** providing services for the foster child. Margaret Shaw agreed with this statement and indicated that if a child is receiving DSPD services, **the DSPD caseworker should always be invited to the Citizen Review, as they are a very important part of the child's care.**

Picture 2 of Event

This morning of training provided an excellent opportunity to increase Review Board Member's understanding of other agencies that serve foster children. Coordinating services with other agencies helps to ensure the child's needs are being met and their best interest is being considered.

Picture 3 of Event

Thank you to all who attended and participated in this training. Please let your Board Coordinator know other subjects you would be interested in having training on!

The State of Utah, Division of Services of People with Disabilities
Submitted by Sheri Barker, FCCRB Northern Region Board
Coordinator



VOLUNTEER SPOTLIGHTS

VERA NIELSON has served on a Provo board for three years. When asked, “How did you hear about the FCCRB?” She responded, “Our daughter-in-law worked for the Children’s Justice Center and saw the need. She encouraged my husband and I to look into volunteering – so we did!” Why did she choose to serve on the FCCRB? “I wanted to serve my community and helping children is priority.”

Vera and her husband have been married 39 years. They have 3 children and 9 grandchildren living in Las Vegas, Virginia and Utah. Vera grew up in Heber, Utah and is a graduate of the University of Utah. She has taught second grade and kindergarten. Her hobbies and interests are: travel, grandchildren, cooking, gardening and interior decorating.

[Include scanned picture of Vera]

THANK YOU to Vera for bringing all her personal and professional expertise into the review room!



WHO MOVED MY CHEESE?

Book Report on *Who Moved My Cheese?*

Submitted by, Gretchen Howell, FCCRB Eastern Region Staff Assistant

July 27, 2001

Who among us likes a routine...a comfortable, well-known routine? Most of us do to a certain extent. Whether you are at home, at work, or where ever, we like the "known" and fear the "unknown." For example, we like to know we have food in the house to fix for dinner when we arrive home from work, laundry soap to clean the clothes, our own comfortable bed to sleep on at night. At work we have honed our ability to do our given tasks in a quick and thorough manner, because we repeat these tasks over and over again, and have never ending deadlines. When we go to grandma's house for Sunday dinner we know she'll make those scrumptious brownies, it's a given. Few of us like change, especially unexpected change.

Who Moved My Cheese is a story about change that takes place in a Maze where four amusing characters look for "Cheese"—cheese being a metaphor for what we want to have in life, whether it is a job, a relationship, money, a big house, freedom, health, recognition, spiritual peace, or even an activity like jogging or golf. Each of us has our own idea of what Cheese is, and we pursue it because we believe it makes us happy. If we get it, we often become attached to it. And if we lose it, or it's taken away, it can be traumatic. The Maze in the story represents where you spend time looking for what you want. It can be the organization you work in, the community you live in, or the relationships you have in your life.

We all enjoy coming to staff meeting and hearing that we have to do our jobs differently don't we? We jump to the chance to update our forms, revamp the Dispositional report, change our tracking sheet due dates. Right!? Of course NOT! We groan and moan, including myself. We think to ourselves, WHY? Why do we have the change things? We knew the old way of doing things, we knew it well. *Who Moved the Cheese* is about change and our attitudes towards it.

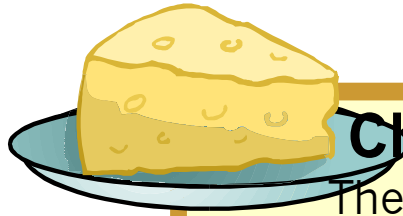
The four imaginary characters depicted in this story—the mice: "Sniff" and "Scurry," and the littlepeople: "Hem" and "Haw"—are intended to represent the simple and the complex parts of ourselves, regardless of our age, gender race, or nationality. Sometimes we may act like "Sniff" who sniffs our change early, or "Scurry" who scurries into action, or "Hem" who denies and resists change as he fears it will lead to something worse, or "Haw" who learns to adapt

in time when he sees changing leads to something better! Which one are you? Whatever parts of us we choose to use we all share something in common: a need to find our way in the maze and succeed in changing times.

Basically, the story follows the mice and the littlepeople going to this specific place in the maze where they have found the cheese. They go there everyday and eat cheese. They are content with their cheese and it makes them happy. Pretty soon they become disinterested in scouting for new locations in the maze that may have cheese there. Why should they, their cheese makes them happy. Then the mice notice that each day the cheese supply is dwindling and they prepare to search for new cheese. The littlepeople do not see the dwindling supply of cheese, as they have become too complacent. One day the mice go to the cheese spot and there is no cheese to be found. Immediately, they put on their running shoes and search out the maze for new cheese. The littlepeople are surprised to find no cheese. Who moved my cheese, they thought. Instead of putting on their running shoes and searching the maze for new cheese, they stay at the same old spot and wait for someone to put the cheese back.

Haw slowly realizes that if he wants to survive he will have to face his fears and search for new cheese. He tries to get Hem to go along with him, but he will not. With each step along the way Haw learns about himself. Haw writes messages on the walls of the maze, hoping Hem will read them and want to search for new cheese with Haw. Haw is hungry, weak, and scared, but he continues to search for new cheese. Eventually he does find a new supply of cheese. Haw realizes that the cheese in the old spot had been dwindling each day, but he had failed to notice it back then. He also realizes that if he had begun looking for the cheese earlier he wouldn't be so weak and hungry. Haw goes back to find Hem and tries to convince him to come with him to the new cheese spot, but Hem will not change and stays behind.

The most moving part of the book for me was the question, "What would you do if you weren't afraid?" Now as I go about my daily life, I ask myself that question regularly. It has made a difference.



Change Happens

They Keep Moving The Cheese

Anticipate Change

Get Ready For The Cheese To Move

Monitor Change

Smell The Cheese Often So You
Know When It Is Getting Old

Adapt To Change Quickly

The Quicker You Let Go Of Old
Cheese,
The Sooner You Can Enjoy New
Cheese

Change

Move With The Cheese

Enjoy Change!

Savor The Adventure And
Enjoy The Taste Of New Cheese





Michael O. Leavitt
Governor
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State of Utah Foster Care Citizen Review Board

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CHICKEN SOUP FOR THE VOLUNTEER SOUL



Thank you to Spencer Johnson,
MD author of Who Moved My
Cheese with a foreword by Ken-
neth Blanchard, Ph.D.

Published by, Penquin Putnam
Inc.

P.O. Box 12289 Dept. B
Newark, NJ 0701-5289

PH: 1-800-851-9311

Web site available for more in-
formation:
www.whomovedmycheese.com

The Foster Care Citizen Review Board provides periodic case reviews for children who are in the custody of the state. These reviews are independent, confidential and provide recommendations for permanency. Citizens impact policy and practice by reviewing case file documents, meeting with interested parties to discuss progress toward permanency for the child, and by establishing an environment where children, parents and caseworkers are willing and able to provide their perspective and input in the decisions that affect their lives.